

## Vermont Workforce Development Council

### Meeting Notes

2/11/08

**1. Industry contacts by board members were discussed.** Jim reported that in the food processing sector it would make sense to do a survey of employers. A selected list of organizations can be developed from lists available on trade association websites. Given the diversity of this sector a mentoring program that provides on the job experiences for youth may be a good approach. Jerry offered an on-line survey software that he can share that could be utilized to simplify the process. Form the respondents, and group could be invited to a meeting to review the findings and discuss possibilities. See chart below for tasks and member assignments.

**2. Priority Career Pathways for Perkins Vocational Technical Programs -** Kay distributed a Career Clusters and Pathways chart that describes the knowledge and skills required for all job categories. This was matched to Vt labor market data to sort occupations in Vermont by skill, wage, and demand to produce a list of priority areas for program development. She explained that this will become part of the State Federal Perkins Vocational Plan and that these funds will be directed to expand availability of these programs. This is not intended to be limiting, and variations may be justified, however this approach does provide a good basis for discussion and decision making

**3. Legislative update, discussion of WDC positions and next steps:** It was agreed that the item that the WDC would concentrate on among the findings of this committee would be the concept of recapturing the incremental state income tax increases that result from training investments and to target these revenues for future training. It would be most logical and effective to hone in on programs like the WETF Training and VTP where short term wage increases are a primary objective. The WDC would not support concepts that result in tax increases.

**- S.331 Green Legislation -** It was agreed that regarding the Green legislation the WDC's position would be to recommend focusing efforts on developing skills that are specialized or unique and to recognize that most skills needed in this sector already exist in the skilled trades or related engineering and design occupations. Green specific skills should supplement and build on this base.

**- S.249 Accountability for Workforce Development (H. 815).** It was agreed that the WDC would support this bill, particularly for programs like the WETF, VTP, that have immediate employment as a specific goal. This might extend to secondary tech ed, adult tech ed, apprenticeship, and AHS programs that provide training with employment as an immediate goal. It is less logical to

measure programs like Act 46 Career Awareness where the employment impacts are less direct. Tim D. was not at this meeting, however the members anticipate that colleges may find this kind of performance measurement to be inappropriate for at least some of their programs. John O'kane subsequently testified on this bill in Senate economic development and the Committee seemed interested.

Potential Sectors		Updates	
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- **S.348 Workforce Training ages 16 - 18** - Kay reported that this bill has been expanded to include drop out prevention and language that would prevent out-of-school youth from getting drivers licenses unless they are in school or have a diploma. The WDC has not taken a position on this bill except to say that alternative HS completion programs should qualify.

**4. Act 46 Implementation** - This will be discussed at the march meeting

- Grants since last meeting and pending applications
- Changes for next year:
  - Funding levels
  - Grant criteria and priorities
  - Sectors
  - Decision making processes

5. Findings of ETA program review of WIA programs - Chip reported that the ETA had completed its review of the WIA programs. there are several finding for the WDC including the need to re-establish the Youth Council. This will be detailed in a report that will be received next month.

Food Processing and Production	Jim Pratt	<ul style="list-style-type: none"> <li>• Jim to get info. on the on-line survey tool Jerry has offered and develop a list of firms to survey</li> <li>• Consider arranging meeting of meeting respondents to discuss findings and next steps</li> </ul>	
<p>Educator shortage: Math, Science and Physics Education &amp; Administrators <a href="http://www.ccsuvt.org/taap/">http://www.ccsuvt.org/taap/</a></p> <p>Guidance Professionals</p>	<p>Mike Deweese</p> <p>Linda Shiller,</p>	<p>Effort underway to apprentice career changers</p> <p>VSAC undertaking a statewide strategy links to Act 46 unclear</p>	
Small Bio Tech	Peter Kreisel	<p>Small Start-Ups</p> <p>See e-mail</p>	
Captive Insurance - Workforce shortage limiting growth	John O'Kane	<p>Discussed w- Molly Lambert</p> <p>See e-mail</p> <ul style="list-style-type: none"> <li>• Possibilities:</li> <li>1) Internships - Act 46</li> <li>2) Curriculum mods. at Champ Coll. &amp; UVM</li> <li>3) Prioritization of VSAC Loans/Grants</li> </ul>	
<p>Construction - Aging out of skilled workers</p> <p>Carpenters</p> <p>Heavy equipment ops.</p> <p>Programs in place</p> <p>Gaps remain</p> <p>Masons</p>	Pat M.P.	<ul style="list-style-type: none"> <li>• WETF Grants in place</li> <li>• Pat will meet w/ Beth @ AGC to explore expanding their WETF training project to more tech centers</li> </ul>	
Homeland Security	Steve Marsh	<p>All federal training done in S. Carolina</p> <p>Chip will explore how sub-contractors (Stanley) conduct training</p>	
CPAs	Mike Quinn	Mike will talk to industry leaders about training for	

		professionally licensed workers	
Healthcare	Greg Voorheis	Ongoing effort AHEC awarded a large statewide grant to expand career awareness to thousands of youth.	
Info. Tech.	Chip Evans	US DOL Grant being implemented NSF VTC Grant expanding enrollment	
Green Sector	Pat and Chip	Needs definition. Legislation pending <ul style="list-style-type: none"> <li>• Need to focus on clearly defined technical skill sets</li> <li>• Most skills are generic and transferable or are largely covered in trades like construction, plumbing and electrical - the need to isolate and concentrate on the new and unique skills</li> </ul>	